



NEWS & VIEWS

News & Views is published monthly – except for July and August - by the Auxiliary for the Auxiliary, PO Box 4243, Lincoln, NE 68504. We are a proud member of the APWU Postal Press Association

Volume 34,
Issue 3

NOVEMBER 2017

Color editions of News and Views may be viewed on the Auxiliary Website:
www.apwuauxiliary.org

A Focus on Giving Thanks

By: Kathy Danek - President

On behalf of the executive board of our Auxiliary, we wish you all a very HAPPY THANKSGIVING.

During the past year, we have witnessed a nation divided. The focus has centered on what separates us rather than what brings us all together as a community, state and nation. At the recent All Craft Conference in Las Vegas we were presented with excellent educational opportunities, legislative updates, and fellowship. But the actions of an individual who felt the need to kill 58 individuals, assault 540 more, left a lasting impact on all of us. We were thankful not to be injured – at least physically. But the terror of a moment can either divide you or bring you together. It prompted me to write this article about thanksgiving.

In a time of great terror and strife, the majority of us come together to help each other. The call for blood donors exceeded the capacity of the hospitals and donation centers. We reached out to strangers to help, hug and make a new friend. We found solace in the needs of others, and the focus was not on ourselves. We were grateful to be safe and

our humanity pushed us to reach out to everyone else within our reach. The legacy of a senseless act of violence left a lasting imprint on the entire nation. It should push us to think about making things better rather than retreating into division. We are and should always be focused on the UNITED part of the United States of America.



What are you thankful for? In keeping with that spirit of gratitude, here are a few things that make me thankful as your President of our Auxiliary:

- Our American Postal Workers Union family** - We have great jobs represented by our union with job security, retirement, health care opportunities, and a contract that helps guide the rights and wrongs of our work place. But we are also under attack – with the smallest representation of union membership in the past century. Gratitude should not diminish our work to improve the work place.
- Our Auxiliary to the APWU** - We had a great many volunteers who joined us to volunteer our services at the All Craft Conference. They worked registration, the Auxiliary booth, and participated in leadership and organizational classes. Thanks for your great volunteer service. In the past 100 years, we have served our members with information, action, friendship and service while bringing together friends, families

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A Focus on Giving Thanks

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and retirees of the American Postal Workers Union AFL-CIO. Thank you to each and every one of you. We really need to expand our reach into the next generation of postal workers. Bring them into your states and locals. Help them understand that we all benefit when we work together.

3. **The U.S. Postal Service** - It is the very fabric of communication within our nation. Every single address, adding more than a million new addresses each year. It's protected communication via federal law. It's the major mode of communication for seniors. It's an expression of greetings, love, friendship, commerce, verification and processing important services. It needs to be protected from the corporate raiders bent on desecrating our service while skimming the profits to go to the private sector. The Postal Service belongs to the citizens of the United States. It's not a business, but rather a public service protected by the United States Constitution.
4. **We live in a democracy** – actually, we live in a republic guided by a democracy. We vote for and elect our leaders. We have a system of checks and balances intended by our forefathers to protect our nation from totalitarian or monarchical rule. And when they really do their work, this imperfect system works perfectly. So how do we impact our democracy? Get involved. Protect the right of all citizens to vote. Make your voice heard with phone calls, letters, emails, faxes both individually and collectively within your community. Do not be afraid to fight our rights. That is what it will take.
5. **The Bill of Rights** – protecting each of us. The right of free speech may or may not be something we want to hear, but we should all be willing to allow individuals the right to voice their opinion. That doesn't mean we have to agree. What it means is we respect their right to have a different opinion. Collectively, we must make our opinions known to our leaders and that should guide the governance of our nation. Freedom of the Press. Now there's one that is really under attack. You can't run from a free press or suppress their ability to investigate. Freedom of the press is what divides a free society from a dictatorship. From the very beginning of our nation through essays and pamphlets like Thomas Payne's "Common Sense" papers we have been afforded the right to share our opinions in a "free press". We must not allow any leader to attack the press with claims of "Fake News" every time something is published they do not like. Be a good consumer of information and don't believe everything you see or read. Know that there are plenty of places to find the truth. The right of a free press is integral in protection our democracy.
6. **Diversity** - It's not just how we look, but rather how we all live together in peace. We don't all look the same, might not all speak the same, and definitely have different likes and dislikes. But the diversity of our nation is our framework. Men, women, different races coming together, different religions allowing us to worship as we see fit, abilities and disabilities; jobs and an entrepreneurial spirit. That diversity separates us from other nations. It's one of the reasons so many want to immigrate to the United States of America.
7. **Family** - I'm very grateful for my family. Having someone in our lives to comfort, love, and share joy, pain and goals is a basic human need.
8. **Friends** - The people we love who were not born in our family. They are the people that make us smile, have common interests, work with us side by side. They are there when you need them, just like your family. Friends choose to be in your life and that is a terrific gift for which we should give thanks.
9. **Social Security, Retirement, Medicare** - These things have definitely protected our senior citizens from poverty in their later years. It's a comfort for the younger generation to know that their loved ones will have basic human needs provided for. It's not an entitlement – but rather it's something prepaid through employment tax. It's something we need to continue to protect.
10. **Health Care and Education** - The right to be healthy, get care when needed, and protect your family during times of crisis. Education allows us all to prepare for a future we choose. We must make sure we protect the access to strong public education that serves every single child. This will guide them to protect and nurture our nation into the future. It's about providing for public services like roads, clean water, clean air, electricity, communication and so much more. We collectively pay for them through our taxes and they are here to benefit our entire nation.
And that is really the reason for this article, to cause each of us to take stock in our life and give thanks.



All Craft Conference Auxiliary Highlights

Organizing and Education

President Kathy Danek welcomed 26 Auxiliary members to the training that was followed by an icebreaker that wiped us all out of personal information by Debra Stewart. The classes were introduced and President Danek distributed our Handbooks that provide immense information.

The first class was presented by Coordinator Rebecca Kingsley and consisted of a PowerPoint with instruction on recruiting members and how to retain new and long-term members. The next class was presented by Coordinator Clara Hill and dealt mainly with the ins and out of organizing and retaining those members. She also shared procedures and steps for learning the protocol. Next was, "I'm an Auxiliary, Now What?" Coordinator Debra Stewart used the idea of growing a garden and your Auxiliary at the same time. She included flower seeds and instructions on how to grow both to their greatest strength. She also emphasized growing the Auxiliary with a strong foundation. Treasurer, Trisa Mannion hit on the fundamentals of keeping your organization financially sound. President Danek workshop was titled "OMG - I am the President - Now What?"

The classes ended with a luncheon. Several gift cards were given to the members that were present and everyone enjoyed sharing experiences and asking questions. Thank you to each of the members that attended and shared thoughts and ideas.



*to the Volunteers who helped at
the 2017 All Craft Conference*

Julio Carios Jr - Colorado

Kelly Macho - Kentucky

Darlene Carmichael - Florida

Sandra Wheeler - Tennessee

Mary Pomeroy - Maine

Hervert Days - Missouri

Carolyn Denton - California

Barnesa Chatterfield - California

Wanda Wroten - Florida

Roseana Conlin - Florida

Donny Brooks - Texas

Letty Reyna - Texas

Mary Miller - Montana

Terry Danek - Nebraska

Janie Brown - New Mexico

Marivel Fernandez - New Hampshire

Auxiliary Purchases New Risograph Duplicator

By: Bonnie Sevre - Legislative Aide Editor

After two years of fund raising the Auxiliary had the funds to purchase a new Risograph duplicator. Thank you to all of you had purchased tickets for raffles and a special thank you to those who made donations to go directly toward the purchase of the Riso.

It was a joy last month to use the new equipment. I was able to put in a ream of paper and have it print without jams every few sheets. I also didn't waste a ton of paper when the belts slipped and the page was messed up. When I printed the envelopes I didn't have the pattern of print three - jam, print three - jam, which the old Riso was doing.

With the old machine when I finally got my pages copied, I could say a prayer of thanks that I was able to get another edition of the paper finalized.

There are a lot of differences between the old Riso and the new machine. After 20 years there have been a

lot of changes in technology, so bear with me as I learn all of the ins and outs of the new machine.

For those of you who purchased raffle tickets for the iPad Pro I thank you. The drawing was held at the All-Craft Conference in Las Vegas Nevada on October 3rd, 2017. The winner of the iPad was Pat Herron from Memphis, Tennessee. Congratulations Pat!



2018 BRIDGE BUILDER GUIDELINES

The Bridge Builders Award was designed to recognize those members of either the Auxiliary or the APWU who have shown support for the Auxiliary. Those who are honored with this award are active in one or more of the following areas:

1. Assisting the Union/Auxiliary
2. Human Relations
3. Legislation
4. Political Action
5. Public Relations
6. Organizing/ Recruiting

This award is given only once a year and to one person per state. The letter of nomination must come from an **Auxiliary Member** and must list the areas the person is active in. The person may only receive the award one time. We encourage all Auxiliary members, in good standing, to submit a letter of nomination for a member Local or State Auxiliary or APWU. That person may be someone that no one really sees. It may be the member who sells all those entire rolls of raffle tickets to help raise funds, or the member who lugs all the boxes and helps set up. That member may have written countless letters to their representatives or helped during a campaign. The list goes on and on.

Those members are out there and they deserve to be recognized and rewarded. Take a few minutes to tell us about that member.

The deadline is December 31, 2017.

Be sure to include name, city and state, local name and tell us about the accomplishments they have made in the areas above. If you need more space, use a separate sheet of paper, and attach it to the nomination form.

Please use black ink to fill out the nomination form.

You may email the completed form and optional nomination letter to: Clara Hill at wavechill@att.net OR

Mail the form and optional letter by mail to: Clara Hill, Chairperson, 2710 Waverly Street, Knoxville, TN. 37921

I know there are members out there that deserve this award. Take a minute and read the guidelines and if you have such a person in your local or state, nominate them for the award.

Clara Hill, Chairperson
Bridge Builders Committee

BRIDGE BULDERS AWARD NOMINATION FORM

Please send (via US. Mail or email) completed form of nomination to Clara Hill,
2710 Waverly Street, Knoxville, Tn. 37921 or contact her at: wavechill@att.net
Deadline December 31st

PLEASE USE BLACK INK TO FILL OUT FORM

THIS FORM MUST ACCOMPANY YOUR NOMINATION.

LETTER OF NOMINATION IS OPTIONAL, BUT IF IT IS SENT, IT MUST BE DATED AND SIGNED!

If more space is needed, please attach a separate sheet of paper!

Please write answers in this column					
1. Name of person being nominated:					
2. City and State that nominee is from:					
3. Which of the following areas has the nominee been active in? (Check all that apply)					
a. Assisting the Union/Auxiliary _____	b. Human Relations _____				
c. Legislation _____	d. Political Action _____				
e. Public Relations _____	f. Organizing/Recruiting _____				
g. Other ___ Please specify:					
4. Please give details of what they have done in the above areas:					
5. Please tell us about any Community Service or Activity they are or have been involved in:	6. Offices and level held (state/local, etc.)(Below)				
	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none; text-align: center;">State</td> <td style="width: 50%; border: none; text-align: center;">Local</td> </tr> <tr> <td style="border: none;"></td> <td style="border: none;"></td> </tr> </table>	State	Local		
State	Local				
7. How many years has this person been a member?	8. Is their family involved? (Please give a brief description of involvement.)				
9. Did they chair any committees for their local or state? (Please give details)					
10. Did they implement any new programs at the state or local level? (Please give details.)					
11. Name, address and local of person submitting this nomination.					
Date submitted:	Name:				
	Local:				

Bridge Builder Nomination Form (revised) 1-14-2016

Ask Tina? *About the Health Plan*

Two smart plans to consider.



High Option

100% COVERAGE IN-NETWORK

- Preventive care and screenings
- Maternity care
- Accidental injury within 24 hours
- Lab tests (covered blood work performed at LabCorp and Quest Diagnostics)
- Visits to registered dietician/nutritionist
- Diabetes management: Generic medication, glucose test strips, lancets and coaching calls
- Weight management, pregnancy and tobacco cessation programs

Consumer Driven Option

100% COVERAGE IN-NETWORK

- A Personal Care Account (PCA), which is funded by the Health Plan each January and is used by the member for covered medical services. Until the PCA is exhausted, the member is covered at 100%. The Plan funds the PCA at \$1,200 for Self Only and \$2,400 for Self Plus One and Self and Family
- Preventive care and screenings
- Maternity care
- Pregnancy and tobacco cessation programs

2017 Open Season Dates

November 13th through December 11th

2018 Premiums

APWU

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OPEN SEASON HOTLINE
800.PIC.APWU
www.apwuhp.com

We work hard
to keep your
premiums low.

	Enrollment code	Non-Postal biweekly	Non-Postal monthly	Postal			
				Biweekly		APWU career	APWU career rate change*
				Category 1	Category 2		
HIGH OPTION							
Self Only	471	\$93.04	\$201.59	\$86.67	\$80.31	\$86.67	+ \$1.61
Self Plus One	473	\$185.79	\$402.55	\$172.15	\$158.51	\$172.15	+ \$4.25
Self and Family	472	\$251.90	\$545.78	\$237.41	\$222.92	\$237.41	+ \$5.37
CONSUMER DRIVEN OPTION							
Self Only	474	\$63.97	\$138.61	\$58.21	\$53.10	\$12.79	+ \$0.43
Self Plus One	476	\$140.74	\$304.93	\$128.07	\$116.81	\$28.15	+ \$0.95
Self and Family	475	\$153.53	\$332.65	\$139.71	\$127.43	\$41.83	+ \$2.82

*Rate change is the premium increase members will pay in 2018 over 2017.

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APWU

HEALTH PLAN

Why Do Workers Want Labor Unions?

By: Bonnie Sevre - Legislative Aide Editor

The October 2017 issue dealt briefly with craft guilds in colonial days to the formation of early forms of labor unions and the Knights of Labor organized in 1869, their growth and eventual decline.

The suppression of the Knights of Labor in 1886 led to their rapid decline. But, events of that year gave rise to another kind of union movement, the American Federation of Labor (AFL) which learned several lessons from the failure of the Knights of Labor.

Convinced that previous forms of unions were too fragmented, its leaders organized a federation of self-interested craft unions that included tailors, bakers, iron workers, metal workers, carpenters and cigar makers. The separate unions, not the AFL, conducted the main activities of organized labor. They grew stronger than the Knights of Labor because they used new organizational measures to survive the onslaught of employers and the government when they called strikes and could fend off replacement workers. In order to secure the long-term loyalty of their members they provided sickness, unemployment and strike benefits in addition to burial insurance which had been a staple of craft guilds since the colonial era. They also became more centralized with the authority for strike action coming from the national leadership. However, a centralized form of organization provided a potential base for dictatorial union leaders, who could run the unions as they pleased. (Shefter, Martin. 1994. *Political parties and the state: The American historical experience*)

Samuel Gompers was the founding president of the AFL and served as president for all but two years from 1886 until his death in 1924. He maintained a focused view of trade unionism, believing that unions should concentrate

on better collective bargaining agreements and legislation affecting labor, while avoiding broad social issues.

Gompers was born in a London tenement in 1850. His formal education ended when he was 10, when he became an apprentice shoemaker. He soon switched to his father's profession of cigar making. His family moved to America in 1863. He continued in the trade and became the first registered member of the Cigarmaker's



Samuel Gompers, first president of the American Federation of Labor

International Union in 1864 and was elected president of the union's local in 1875.

On the labor movement, Gompers said, "Our movement is of the working people, for the working people, by the working people," he said. "There is not a right too long denied to which we do not aspire...there is not a wrong to long endured that we are not determined to abolish."

With Gompers as its leader, by 1890, the AFL was clearly the preeminent national voice of labor, as Gompers led members to victories for shorter hours and higher wages. He also considered craft unions, with membership drawn from workers doing similar tasks, to be the best framework to advance labor interests. This put him in conflict with the Knights of Labor, which organized workers on the basis of geographic area and included skilled and unskilled workers. Later, he was opposed by advocates of industrial unions, and that eventually led to a rupture in the labor movement.

The AFL tried to avoid involvement in political organizations fearing it would divide the union and felt it had been the downfall of the Knights of Labor. However, employers continued to resist pay scales, work rules and apprenticeship limits that skilled craft workers wanted to retain. The employers' main concern was full control of the workplace and the greatest possible profits, not fear of socialist ideas. They also employed growing numbers of unskilled immigrant workers at lower wages taking advantage of the new machines and technologies that were becoming available. Thus, the unions tried to halt the influx of immigrants into the country in order to keep their wages as high as possible. Over time, as political scientist Gwendolyn Mink has argued, "ethnic differences and skill differences converged within an expanding labor market to precipitate organizational and nativist anxieties among skilled unionizing workers of older immigrant stock." As the craft unions' objections to immigrant industrial workers mounted, "ethnic exclusion solidified craft-based exclusion, stripping union economic action of its class-based potential". (Source: Mink, Gwendolyn. 1986. *Old labor and new immigrants in American political development, 1870-1925*)

The result was a political division in the working class, with immigrant industrial workers tending to support the pro-immigrant Republicans from 1896 to the late 1920s, while members of the AFL were more likely to vote Democratic because urban political machines were more tolerant of unions (Mink 1986).

For all the AFL's hopes, trade unionism for skilled workers organized into craft unions did not enjoy much success against big industrial companies in its first decade.

(Information from various sources)

2016-2018 Human Relations Project

By: Joyce Tanguay - Human Relations Chair

“People who give will never be poor” ~Anne Frank~

Children Incorporated work primarily with volunteers for two reasons:

First, they have found that volunteers are in the best position to meet the unique needs of each child. All the volunteers are teachers, social workers, guidance counselors, school principals, or other childcare professionals. They work with the children enrolled in the sponsorship program on a daily basis, and they observe firsthand the circumstances of each child's life.

Second, Children Inc. benefits because they employ only a small number of paid staff. This allows them to devote a higher percentage of their funds directly to the child care programs. Meanwhile, the volunteers benefit because the programs help them to improve the lives of the children in their care.

Each volunteer must submit reports verifying that he or she has appropriately managed the Children Incorporated funds. All project reports are carefully audited at the Richmond, Virginia office. Additionally, the staff routinely visit project sites to ensure that every volunteer is correctly implementing the program.

Coordinators volunteer with Children Incorporated because Children Incorporated helps them to help their children. The volunteers take great pains to uphold the integrity of Children Incorporated programs, and they are very grateful to them for all that they do!

Please take the time to go to <https://childrenincorporated.org> for more testimonials and information. No donation is too small (or large) and checks may be made payable to *Auxiliary to the APWU* (designate Child Inc.) and sent to:

*Trisa Mannion, Treasurer
Auxiliary to the APWU
3038 Cloverdale Court
Grand Junction, CO 81506*



2016– 2018 National Officers

PRESIDENT Kathy Danek
402-464-8549 402-464-8557 (fax)
4261 Knox, Lincoln, NE 68504-1955
kmdanek@aol.com or kmdanek@apwuauxiliary.org

SECRETARY Patricia Lewis
804-644-3843 (fax/voice-office)
804-644-6454 (home)
1500 N 30 St, Richmond, VA 23223
netta15@aol.com

TREASURER Trisa Mannion
970-245-3912 (fax) 970-243-7706
3038 Cloverdale Ct
Grand Junction, CO 81506
tmaux@aol.com or tmannion@apwuauxiliary.org

LEGISLATIVE AIDE-EDITOR Bonnie Sevre
612-788-3440 612-889-4111 (cell)
2836 Highway 88
Minneapolis, MN, 55418-3243
bsaux@aol.com

DISTRICT 1 Colette Phillippe
406-453-6085
5600 57th Ave. SW,
Great Falls, MT 59404
AK, ID, MT, OR, WA, WY
cpauxdc1@aol.com

DISTRICT 2 Rebecca Kingsley
562-355-3308
PO Box 93686
City of Industry, CA 91715 -3686
AZ, CA, CO, HI, NM, NV, UT
rkingsley@apwuauxiliary.org

DISTRICT 3 Tina Beaton
816-786-5572
409 Belmont Dr.
Raymore, MO 64083
IA, KS, MO, MN, NE, ND, SD
tbeaton@apwuauxiliary.org

DISTRICT 4 Debra Stewart
817-534-9130 fax 817-534-2279
6400 Guilford, Fort Worth, TX 76119
AR, LA, MS, OK, TX
tycozz@aol.com

DISTRICT 5 VACANT
Please contact President Danek
IL, IN, KY, OH, MI, WV, WI

DISTRICT 6 Clara Hill
865-637-1867
2710 Waverly St
Knoxville TN 37921
AL, FL, GA, NC, SC, TN, VA
wavechill@att.net

DISTRICT 7 Joyce Tanguay
207-772-8521-
236 Westbrook Street
South Portland, ME 04106-3326
CT, DE, ME, MD/DC, MA, NH, NJ, NY, PA, RI, VT
jetang@maine.rr.com

